

Pay and Reward Strategy Update

SUMMARY

- 1.1 The Pay and Reward Project continues to make progress, with the Hay Group carrying out the job evaluation review, for which they have been contracted, on old grade 6 jobs and above.

RECOMMENDATION

- 2.1 To note that an update on progress with the Pay and Reward Strategy will be provided to Personnel Committee on 13 January 2015.

REASONS FOR RECOMMENDATION

- 3.1 As approved by Personnel Committee on 25 November 2014, progress reports on the Pay and Reward Strategy are to be provided to Personnel Committee.

SUPPORTING INFORMATION

- 4.1 The Hay Group are meeting the project timescales specified and a quality assurance process is due to be undertaken in January.
- 4.2 A communications strategy is being developed to communicate the latest position and next steps to employees, both in Council directorates and in schools.

OTHER OPTIONS CONSIDERED

- 5.1 None

This report has been approved by the following officers:

Legal officer
Financial officer
Human Resources officer
Service Director(s)

Janie Berry – Director of Legal and Democratic Services
Liz Moore – Acting Head of Service - HR
Janie Berry – Director of Legal and Democratic Services

Other(s)	Diane Sturdy – Acting Head of Service - HR
For more information contact: Background papers: List of appendices:	Liz Moore 01332 643730 e-mail liz.moore@derby.gov.uk None Appendix 1 – Implications

IMPLICATIONS

Financial and Value for Money

- 1.1 There is a need to complete the project to ensure compliance with equal pay legislation. There are financial implications identified in order to complete this, which are being costed by the Finance section.

Legal

- 2.1 We need to ensure that we comply with current legislation.

Personnel

- 3.1 In addition to current legislation, there is a need to review implications for Living Wage/Minimum Wage.

Equalities Impact

- 4.1 The job evaluation project is instrumental in ensuring that we comply with equal pay legislation.

Health and Safety

- 5.1 None

Environmental Sustainability

- 6.1 None

Asset Management

- 7.1 None

Risk Management

- 8.1 None

Corporate objectives and priorities for change

- 9.1 Ensuring a skilled and motivated workforce